

IN THE MATTER OF THE ONTARIO HUMAN  
RIGHTS CODE, R.S.O. 1980, c. 340;

AND IN THE MATTER OF A COMPLAINT  
dated January 20, 1982 by Maria  
Crawford against O-Ba Shing Tackle  
and their servants and agents and  
O-Ba Shing Metis Association and  
their servants and agents;

AND IN THE MATTER OF a Board of  
Inquiry appointed to hear and  
decide the Complaint.

MEMORANDUM OF SETTLEMENT

The parties hereto, namely:

- (i) Maria Crawford (the "Complainant");
- (ii) O-Ba Shing Tackle (more correctly  
styled the Sioux Narrows Tackle  
Corporation and hereinafter known  
as the "Tackle Corp.");
- (iii) O-Ba Shing Metis Association (more  
correctly styled the O-Ba Shing  
Metis Non-Status Association and  
hereinafter known as the  
"Association"); and
- (iv) the Ontario Human Rights Commission  
(the "Commission");

agree to the settlement of the Complaint herein, upon  
the following terms:

1. The Tackle Corp. acknowledges that it  
breached clause 4(1)(b) of the Ontario Human Rights Code,  
R.S.O. 1980, c. 340.



2. The Tackle Corp. acknowledges that the breach of the Code resulted in loss of earnings and additional costs to the Complainant in the amount of \$5,247.92.

3. In light of the financial difficulties experienced by the Tackle Corp., the Complainant agrees to accept the sum of \$1,000.00 and interest on that sum in the amount of \$177.25, which sums have already been forwarded to the Commission by the Tackle Corp., on account of the losses and costs referred to in paragraph 2, above.

4. The Tackle Corp. agrees that in the event and only on condition that, it becomes at a future date a profitable, going concern, it will pay to the Complainant the remaining additional sum of \$4,247.92 on account of the losses and costs referred to in paragraph 2, above.

5. The Tackle Corp. and the Association apologize to the Complainant and deeply regret the circumstances which gave rise to the Complaint.

6. The Tackle Corp. and the Association assure the Commission and the Complainant that they intend to



comply in their future activities with the provisions of the Code.

7. The parties agree that the Commission may draft and issue a press release in order that the public may be apprised of the disposition of this Complaint.

8. The parties agree that this Memorandum of Settlement is subject to the approval of Dr. Daniel J. Baum, who has been appointed by the Minister of Labour as a Board of Inquiry into the matter of this Complaint.

DATED at Kenora, Ontario,  
this 6th day of December, 1984

Maria Crawford  
THE COMPLAINANT, MARIA CRAWFORD

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Kenora, Ontario,  
this 7th day of December, 1984

Robert G. Beacham  
ON BEHALF OF THE SIOUX NARROWS  
TACKLE CORPORATION

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Kenora, Ontario,  
this 7th day of December, 1984

Elaine L. Beacham  
ON BEHALF OF THE O-BA SHING  
METIS NON-STATUS ASSOCIATION

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Toronto, Ontario,  
this 5th day of December, 1984

Leslie M. McIntosh  
ON BEHALF OF THE ONTARIO  
HUMAN RIGHTS COMMISSION

Maureen Pettigrew  
WITNESS, Maureen Pettigrew



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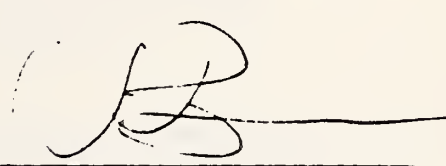
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decide the Complaint.

O R D E R

UPON reading the Memorandum of Settlement  
agreed to by the parties and filed with the Board of  
Inquiry.

1. IT IS ORDERED that the Complaint  
herein be and the same is hereby  
decided and disposed of in the same  
terms as the terms of the said  
Memorandum of Settlement, attached  
hereto as Schedule "A".

  
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BOARD OF INQUIRY





SCHEDULE "A"

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AND IN THE MATTER OF a Board of Inquiry appointed to hear and decide the Complaint.

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- (iii) O-Ba Shing Metis Association (more correctly styled the O-Ba Shing Metis Non-Status Association and hereinafter known as the "Association"); and
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DATED at Kenora, Ontario,  
this 6th day of December, 1984

Maria Crawford  
THE COMPLAINANT, MARIA CRAWFORD

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Kenora, Ontario,  
this 7th day of December, 1984

D. Margaret G. Beaulieu  
ON BEHALF OF THE SIOUX NARROWS  
TACKLE CORPORATION

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Kenora, Ontario,  
this 7th day of December, 1984

Diane L. Beacham  
ON BEHALF OF THE O-BA SHING  
METIS NON-STATUS ASSOCIATION

Donna Lafreniere  
WITNESS, Donna Lafreniere

DATED at Toronto, Ontario,  
this 5th day of December, 1984

Leslie M. McIntosh  
ON BEHALF OF THE ONTARIO  
HUMAN RIGHTS COMMISSION

Maureen Pettigrew  
WITNESS, Maureen Pettigrew



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